

KAISER PROPOSES LOWER WAGES AND BENEFITS FOR NEW HIRES (TWO-TIER) TO ALLIANCE UNIONS

The agreement between Kaiser and the Alliance of Healthcare Unions, other frontline workers like us, will expire in two weeks.

Kaiser is pushing an array of cuts for those workers, most importantly lower wage rates for new hires—a first step to reducing pay for all of us.

Kaiser is also trying to eliminate Defined Contribution retirement benefits for new hires, opening the door to eliminate it completely later down the road.

SOUND FAMILIAR?

COALITION WORKERS NARROWLY AVERTED A STRIKE IN 2019 TO FIGHT BACK THESE SAME CUTS, AND WE MUST DO EVERYTHING WE CAN TO STOP THEM AGAIN NOW.

ARE FRONTLINE WORKERS OVERPAID?

Kaiser is telling Alliance workers that they are on average 26% overpaid: a message we heard in 2019 and we can expect to hear again in 2023.



"We are on the frontlines of this pandemic risking our lives, exhausting our bodies, and depleting our mental health fighting this pandemic. It's demoralizing to hear that Kaiser thinks any of us are overpaid."

DEANNA ANDRY, OPEIU LOCAL 29, UNIT ASSISTANT, RICHMOND MEDICAL CENTER, NORTHERN CALIFORNIA

Greed is eroding care at Kaiser.

Kaiser is not struggling financially. They've already made \$5 billion in profit in the first half of 2021, on top of \$6.4 billion in 2020. That's \$11.4 in pandemic era profits. When is enough, enough?

For Kaiser patients, Two-Tier wages and benefits are a recipe for disaster. Healthcare workers are leaving the industry in droves setting off staffing crises everywhere. This is not the time to devalue the work of frontline heroes.

Kaiser needs to respect and honor its frontline caregivers and staff with a contract that invests in patient care and those who provide it—not push cuts on to exhausted heroes who have been saving lives and risking their own throughout this pandemic.

AS PART OF THE COALITION OF KAISER PERMANENTE UNIONS, WE STAND WITH ALLIANCE WORKERS AT KAISER IN REFUSING TO ACCEPT LOWER WAGES OR BENEFIT REDUCTIONS.

WE MAY BE IN DIFFERENT ORGANIZATIONS, BUT WE CAN SEE KAISER'S GAME OF "DIVIDE AND CONQUER" AT WORK.

SADLY, KAISER HAS STILL LOST ITS WAY, AND IT'S UP TO US TO BRING THEM BACK TO OUR CORE MISSION: PATIENTS, NOT PROFITS.